

New Form-I-9 Guidelines Unlikely to Impact Cities  
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The Department of Homeland Security (DHS) has announced relaxed guidelines for the in-person review of Form-I-9 documents. These new guidelines only apply to employers that have moved to completely remote work. If any employee is still reporting to the employer's physical location, the in-person review of the Form-I-9 documents cannot be waived. For cities that must continue to operate 24/7, it is likely at least one employee is still reporting to the physical location (including our first responders) and these waivers would not apply.

If your city has moved 100% to remote work and you have a written policy or order showing the telework, the DHS guidelines could apply. For more information, [see the full DHS release](#) or contact Personnel Services Attorney Courtney Risk Straw or Personnel Services Manager Andrea Shindlebower Main at 800-876-4552.